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PENNSYLVANIA
HUMAN RELATIONS
COMMISSION

INVESTIGATORY
HEARING REPORT



CHAIRMAN
HARRY BOYER



COMMONWEALTH OF PENNSYLVANIA
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SUBJECT: Investigatory Hearings - Erie, Erie County, Pennsylvania

TO: The Honorable Raymond P. Shafer
Governor of the Commonwealth of Pennsylvania

and

The Honorable Louis J. Tullio
Mayor of the City of Erie, Pennsylvania

FROM: Harry Boyer, Chairman
Pennsylvania Human Relations Commission

1. Commission Report on Investigatory Hearings held in the City of Erie on April 18th and 19th and on May 9th and 10th, 1968.

2. Outline of contents of Report:

- a. Legal Basis for Conduct of Investigatory Hearing by the Pennsylvania Human Relations Commission
- b. Sequence of Procedures Leading to the Investigatory Hearings
- c. The Precipitating Racial Incident
- d. Summary of Findings by the Hearing Commissioners
- e. Specific Commitments for Progress Made During the Hearings
- f. Commission Recommendations

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LEGAL BASIS: Continued

Act Number 191: The Pennsylvania Human Relations Act is amended by adding after Section 8 a new Section to read:

Section 8.1 Investigatory Hearings Relating to Racial Problems

Whenever any problem of racial discrimination or racial tension arises, the Commission may immediately hold an investigatory hearing. The place of any such hearing shall be in the county where the problem exists. The hearing may be public or private and the Commission shall have the same powers as provided in clause (g) for hearings on complaint filed.

The purpose of the hearing shall be to resolve the problem promptly by the gathering of all the facts from all the interested parties and making such recommendations as may be necessary.

The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearings shall be under oath and be transcribed.

Should the recommendations of the Commission not be accepted within a reasonable time the Commission may, with the consent of eight members, on its own behalf initiate a complaint and the hearing findings and Commission order shall proceed the same as where a complaint has been filed.

PHRC Investigatory Hearings
Erie, Pennsylvania
April 18-19 and May 10th, 1968

I. Sequence of Procedures Leading to the Investigatory Hearings
Conducted by the Pennsylvania Human Relations Commission in
the City of Erie:

- A. Directive from the Office of the Governor, dated April 5th, 1968 ordering the Commission to conduct Investigatory Hearing in the City of Erie to investigate complaints of excessive use of force by police in civil rights protest activities.
- B. Upon affirmative vote of eight members of the Commission, decision was made to investigate all areas of tension within the City of Erie and metropolitan area.
- C. Commission Chairman appointed Hearing Commissioners and directed such action by Legal Counsel and Commission staff as would accomplish the Investigatory Hearing in the City of Erie.

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II. The Precipitating Racial Incident Leading to the Investigatory Hearing:

On Wednesday April 3rd, 1968 at Academy High School in Erie, in Room 11, at approximately 1:25 PM, a Negro male student was struck twice with a clsssroom pointer by the white male teacher regularly assigned to that class as a disciplinary measure to enforce the teacher's order that the student return more rapidly to his seat.

A physical encounter between the white male teacher and the Negro male student then ensued. The white male teacher suffered physical injury requiring hospitalization as a result of this physical encounter. (Fractured Knee Cap) The Negro student involved was ordered home without opportunity to explain his version of the incident or the cause of the incident. A Negro female student, who had participated in the incident was also ordered home.

Prior to opening of school on the following day a petition was prepared supporting the return of the Negro students to school. This petition was signed by many Negro and some white students.

This petition was placed on the desk of the Academy High School Principal sometime between 11:30 and 12:00 AM on Thursday April 4th. Immediately rumors spread through the school that the Principal had torn up the petition. This persistent rumor enraged some of the Negro students so that they reacted via hostile disturbance in the school cafeteria at lunch time. Dishes, chairs and other

PHRC Investigatory Hearings - City of Erie

II. The Precipitating Racial Incident Leading to the Investigatory Hearings:

objects were thrown, windows broken, etc. Approximately twenty students were involved in this overt demonstration.

School authorities reacted by immediately closing the school and summoning police of the City of Erie. Police arrived and entered the school. Police canines were brought into the school. The use of canines by police in the school tended to increase the rage of Negro students and triggered hysteria on the part of many others.

At least one automobile was damaged by demonstrating Negro students emerging from the school building and demonstration continued to include rock throwing and refusal to obey police orders. Police canines and chemicals (Mace) were again used in an attempt by police to restore law and order.

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III. Summary of Findings by the Hearing Commissioners:

In full consideration of the testimony presented, of the attitudes reflected by individuals and groups, affirmative commitments made by responsible local authorities, background and contingent information obtained by Commission staff, the Commission makes the following findings:

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III. Summary of Findings by the Hearing Commissioners:That a Real Tension Situation Does in Fact Exist in the City of Erie:

That this tension situation had been foreshadowed by historical practice and custom culminating in an accumulation of unresolved grievances by Negro residents against local authority and the status quo. By the time of the tragic death of Dr. Martin Luther King, community racial tensions had reached the point wherein latent hostilities became increasingly expressed in overt violence with resultant flouting of authority and damage to property and persons. The intensity of underlying tension made even a random and routine event, normally tolerated or ignored as trivial, such as the expulsion of two children from school, the trigger for violence and civil disorder.

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III. Summary of Findings By the Hearing Commissioners:B. That the Police Department of the City of Erie Had Become the Focal Point for Overt Expression of Minority-Group Alienation From Society:

The Police of the City of Erie, as on-the-street representatives of local authority (in certain neighborhoods the only representative of local authority ever encountered), inadequately trained for effective inter-group relations work, had become the focal point for overt expression of disrespect for seemingly insensitive authority by a frustrated minority. Reaction by inadequately trained police in several instances tended to increase rather than to alleviate tension.

Residents of the Black community, increasingly convinced of their exclusion from the planning and decision making processes which effect their lives and community, with a legacy of racial discrimination, have developed a deep rooted distrust and even hostility toward the institutions of government. This has created a situation wherein resistance to expression of authority by police, or other representatives of civil authority, becomes a reflex response.

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III. Summary of Findings By the Hearing Commissioners:

B. Continued.....:

The police officer, not having adequate training in community relations, encountering hostility to authority, has all too often resorted only to physical force. In instances this force has exceeded that necessary to make arrest or maintain arrest.

In documented instances some officers of the Erie Police Department have exercised extremely doubtful judgment in the use of canines and chemicals

(Mace). Ill timed usage of these police tools have added to crowd panic and hysteria and dramatically intensified hostility toward police authority. The Police Department of the City of Erie is also subject to unreasonable pressures from white members of the community. This was evidenced during the hearings by the irresponsible "smear" tactics of the organization, Erie County Committee to Support Your Local Police.

Irrationally to picture all civil rights demonstrations or protests as "Communist Party Work"; and the Erie Human Relations Commission and the Pennsylvania Human Relations Commission as "front" organizations was a fraud and deceit perpetrated

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III. Summary of Findings By the Hearing Commissioners:

B. Continued.....:

on the community of Erie and the people of Pennsylvania.

Contacts between police and citizens of the Black community require discretion and judgment that must have a basis in top-level police department policy. Testimony revealed such departmental policy to be inadequate and not clearly understood at all levels.

Recruitment, assignment and promotion of Negro police officers is essential. The community, at all levels, must know by the very composition of the force that the police purpose is to maintain the peace.....not merely the status quo.

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III. Summary of Findings by Hearing Commissioners:C. The Erie Human Relations Commission Has Not Been Adequately Staffed to Effect Meaningful Changes in Community Relationships, Customs and Attitudes:

The Erie Human Relations Commission, as Administrative Agency for the City of Erie Human Relations Ordinance, with minimal staff has not been able to implement effectively the affirmative action programs in employment, education, public accommodations, police-community relations and religion and race to affect the City of Erie in a positive manner.

The rapport, communications and understanding essential for the meaningful redress of civil rights complaints have not been adequately constructed. Many of those citizens most needful of assistance either did not know of the available avenues for redress or doubted the effectiveness of complaint and thus did not seek redress.

Thus the laws against discrimination in the City of Erie have not been afforded adequate and meaningful enforcement.

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III. Summary of Findings by Hearing Commissioners:D. That a Real Gap in Communication and Understanding Between the Black and White Communities Exists in the City of Erie:

There exists a wide gap in communications between local government and the Black community. As a result, the Black residents have, to varying degrees, (the degree being directly related to individual social-economic status) developed a profound sense of alienation from the processes and programs of government.

This has resulted as inevitably it must, in the intensification of real or imagined grievances against the power structure. Therefore, every abrasive contact with agencies or individuals representing authority has intensified this alienation. Thus, grievances suffered by Negroes take on deep personal significances far overbalancing the immediate consequences of the grievance. Thus, the Black community subjected to delay in snow removal would view this delay not only as an instance of poor public service but as an example of racial discrimination.

Communication previously implemented in Erie between local government and the Black community has been tenuous and fragmentary. Thus, when trouble erupted, lacking adequate information and with little rapport with meaningful Black community leaders who should have been able decisively to influence the situation, public officials were unable to formulate an effective response so had to resort to police force.

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III. Summary of Findings by Hearing Commissioners:E. That the Negro Citizens of Erie Have Not Been Afforded Equality of Opportunity in Employment:

The high rates of unemployment and underemployment (employment at less than the highest skill) of the Negro in Erie is indicative of racial discrimination.

Local government departments, public agencies such as the Housing Authority and the School District, have not reflected in their employment the racial composition of the Erie community. Business and industry have not afforded the Negro equality of opportunity in employment or advancement. Craft trades and apprenticeship programs have only recently been opened to any degree to the non-white.

The discrimination in employment of Negroes in the City of Erie has done much to add to the social problems in the entire community. This is reflected in the additional burden on all agencies of government and the contingent dollar cost to the community.

Present affirmative action programs in training and employment in the City of Erie have not progressed to the point where significant equality of opportunity had been afforded or where upgrading of job status has been sufficient to be effective in rendering social changes or social justice.

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III. Summary of Findings by Hearing Commissioners:F. That the School District of Erie Has Not Adequately Progressed in Staff Integration or Program Development:

Education of the youth is the heart of any program to re-structure the environment afforded the disadvantaged. This education must be tailored to equip each and every pupil to take his or her place as a productive member of society. Any custom, procedure, administrative or instructional practice that detracts from the educational preparation of the total youth of the community cannot be condoned.

The Erie School District, by the very composition of professional and non-professional staff, has not reflected the racial composition of the serviced community to the detriment of the educational program.

The failure fully to include the Black student in the total social structure contingent to the academic program; the failure to incorporate Negro history and contributions into curriculum; the inadequacy and insensitivity of counselling and remedial services; the segregation by race of students in such areas as school cafeteria; have developed an academic environment, practice and custom, not conducive to a total student enrichment program. The high drop-out rate and disciplinary problems of Black students have, in part, resulted from these inequities.

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III. Summary of Findings by Hearing Commissioners:That the City of Erie Has a Critical Housing Problem Not Solely Racial in Nature:

The City of Erie, as most cities in America, is suffering from urban blight. A deterioration of city core housing, small business and industry facilities, has, to date been beyond the capabilities of local authority, even with state and federal support, to check or reverse to a meaningful degree. Renewal and redevelopment programs have not been adequately funded to accomplish the vast task now critically essential.

The Negroes of Erie, as the residents of circumscribed areas of older housing, have been most affected by renewal programs. This is a past, present and future problem and will remain so as long as Negroes are restricted in living area and in selection of housing.

The Erie Housing Authority has not adequately provided housing for the elderly or for the large low-income family. By adherence to a 13-point criteria for residency the Erie Housing Authority has denied adequate and decent housing to children of the one parent family.

There is a serious shortage of low-income housing in the City of Erie. Funding has been obtained to demolish an additional

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III. Summary of Findings by Hearings Commissioners:

G. Continued:

200 substandard units. More adequately and rigidly enforced housing code inspection and planned highway programs will further erode the housing supply.

No accurate estimate of the number of deteriorated or substandard dwellings in the City of Erie was available.

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III. Summary of Findings by Hearing Commissioners:H. That through the Catalytic Media of the Commission Investigatory Hearings, Commitments for Progressive Action Were Developed by Authorities of the City of Erie:

Initial aggressive resentment toward Commission Investigatory Hearings in the City of Erie was, in most part, supplanted by positive commitments by concerned authority.

Constructive solutions were developed to resolve present racial tensions and, by positive actions and programs, to develop within the community attitudinal changes that should lead to negation of future acts of violence, reduce racial tensions, set aside old fears and hostilities.

The positive commitments made by the Honorable Louis J. Tullio, Mayor, by the Erie School Board, and by the Erie Chief of Police reflect a dynamic and meaningful approach to the task of alleviating misunderstandings and tensions in the City of Erie. These positive commitments should open new avenues of communication that will enable all persons equitably to share in the planning and decision making processes of community life.

It is most evident that even the most dedicated and forceful leadership will effect but little progressive change in the community unless selflessly supported by all citizens of Erie regardless of social or economic level.

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III. Summary of Findings by Hearing Commissioners:I. There Exists a Readily Perceptible Trend in the City of Erie
Toward Racial Polarization:

Readily perceptible throughout the hearings was a Black vs White, White vs Black, polarization within the City.

To permit this "apartheid" divisive trend to make two distinct and separate communities of Erie would only magnify and intensify racial conflict and overt racial confrontations within the community.

To allow the inner city of Erie to become a "poverty trap" while the sufficiently affluent citizens, primarily white, flee to the suburban ring would be to allow the city to die by default.

This racial polarization will not reverse itself. Only positive innovative joint action by a totally inclusive concerned citizenry can obliterate racism, erase tensions and causes, restructure the City of Erie so that all persons may live with mutual respect under aegis of progressive law and order.

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IV. Specific Commitments for Progress Made During the Hearings:

A. The Mayor of the City of Erie, The Honorable Louis J. Tullio, states that the City of Erie, prior to his administration, was not concerned with the human problems within the city; however, he has firmly committed his administration to solving the ills within the City where unattended human problems are indicated:

1. In the area of housing, the Housing Authority has recently secured approval to enter into the Lease Housing Program and it is now attempting to locate 50 units which will be utilized in providing decent, safe and sanitary housing for the economically deprived families of Erie.
2. A non-profit housing corporation is scheduled to build 66 units in the area of 16th and 17th streets which will provide additional low rent housing. Mayor Tullio and his officials stand ready to provide as much cooperation and assistance as possible to other non-profit housing organizations interested in providing housing in Erie.
3. Enforcement of housing codes has increased from 50% of the violations being corrected to approximately 90% of all violations being corrected. A new housing inspector (Negro) has been recently hired in order to gain approval for workable programs and increase the effectiveness of

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IV. Specific Commitments for Progress Made During the Hearings:

A. 3. Continued:

housing inspections. Those houses which cannot be brought up to code standards, currently numbering approximately 200, will be demolished and financing has been obtained for this purpose. Vacant homes will be demolished first and dislocated families will receive improved relocation service.

4. The Mayor will aggressively attempt to get an Open Housing Ordinance passed by City Council which will be administered by the Erie Human Relations Commission; thereby the City can provide faster and more intimate service to persons denied housing because of race, color, religious creed or national origin.
5. Plans have been approved to establish a multi-purpose center to serve 12,000 people who will be involved in the Model Cities Program and the Mayor has generated a more determined attitude within the City to get federal approval of their Model Cities Application.
6. There will be an intensive drive to recruit Negroes for vacant positions in City Government.
7. There will be more aggressive attempts to meet with concerned Negro residents of Erie and react to their grievances in a positive manner.

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IV. Specific Commitments for Progress Made During the Hearings:

B. Chief of Police, Raymond Chimenti, states that there are a number of positive actions under consideration and in the implementation stage which will help to lessen tensions in Erie:

1. A Police-Community Relations Program for the entire police force of Erie.
2. To further investigate and establish policies and procedures on police handling and dealing with minors.
3. Explore the possibility of establishing a training program geared to prepare Negro youths in the age bracket 17 to 20 to become police officers once they are at the employable age of 21.
4. On May 11, 1968 the Mayor established the Mayor's Community Relations Center which is staffed by those police officers requested by the local citizens. Purpose of this Center will be to hear complaints from citizens dealing with all aspects of city service.
5. The establishment of a Grievance Committee to hear charges of excessive police force. This Committee will consist of the Public Safety Director, Chief of Police, Executive Director of the Erie Human Relations Commission and one (1)

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IV. Specific Commitments for Progress Made During the Hearings:

B. 5. Continued:

other community representative named by the person instituting charges and who will also be acceptable to the Mayor.

C. The School Board of the City of Erie committed itself to the following positive actions:

1. Create a recruitment program to make extensive and aggressive recruitment tours throughout the country so Erie may obtain the best qualified professional personnel available.
2. Aggressively seek another qualified home visitor who is also a Negro.
3. Continue to pursue every available revenue means to supplement Erie budgeted programs not in effect.
4. Expects to provide a full-time teacher in the Florence Crittenden Home for Unwed Mothers as soon as expansion of that facility is accomplished and that all unwed mothers under 17 years of age shall be returned to school (but not in the same building.)

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IV. Specific Commitments for Progress Made During the Hearings:

C. Continued:

5. Will continue summer school programs, including Head Start for pre-schoolers, the ESEA summer programs for first-second-third graders and our regular high school summer program. In addition, we shall continue to develop every possible potential of state and federal reimbursement to expand these programs.
6. Will continue to develop programs designed to discourage students from dropping out of school and to supplement our already existing programs, including vocational education, on-the-job training, manpower development education or co-op program. Further, we shall increase dialogue with local and area industry in an attempt to provide avenues for employment of Erie students.
7. Erie School District shall carefully analyze every discipline case before any action and will drop a child from school only as a last resort and after all efforts at rehabilitation have failed.
8. Erie School District shall continue to encourage Negroes presently employed in our system to qualify themselves for positions as counsellors and administrators. In

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IV. Specific Commitments for Progress Made During the Hearings:

C. 8. Continued:

addition we are checking with the state regarding emergency status for these persons.

9. To be more aggressive in seeking Negro service or non-professional personnel and to encourage the Negro leadership to assist us in this effort.
10. In addition, Erie School District plans here are long range as well as short range and include in-service training for our professionals; needed curriculum changes; particularly in occupational education and, perhaps most significantly, constant vigil, that we do not allow this to happen again.
11. To continue to meet with local, state and federal officials for monies and programs to better the educational climate in Erie.

PHRC Investigatory Hearings - City of Erie:

V. Recommendations by the Pennsylvania Human Relations Commission for Actions to Alleviate Existent Tensions and Reduce Potential Tension in the City of Erie:

NOTE: In specific instances a time for implementation or accomplishment of recommendation is indicated.

In all instances the Commission will monitor the meaningful implementation of the following recommendations.

Where action is not accomplished to a significant degree the Commission, upon review, will take such further steps as specified by law to assure affirmative action to reduce racial tensions in the City of Erie.

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V. Commission Recommendations:

A. Recommendations for the Reduction of Tensions Contingent to Employment in the City of Erie:

1. It is recommended that the City of Erie should provide adequate budget and staff personnel to the Erie Human Relations Commission as shall be necessary for the development and application of an affirmative action employment survey program to be conducted by the Erie Human Relations Commission. Such employment survey should accomplish:

- a. the affirmative action guidelines for employment testing.
- b. An affirmative action program to ascertain that every employer, labor organization and employment agency subject to the employment provisions of the Pennsylvania Human Relations Act has posted the "Employment Provisions" poster in accordance with the requirement of law.
- c. In conjunction with the posting program should be an educational program to familiarize each employer, labor organization and employment agency in Erie with the employment provisions of the Human Relations Commission Ordinance of the City of Erie and the PHRC. A part of this program should be the dissemination to employers of "Affirmative Action Guidelines for Employers."

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V. Commission Recommendations:

A. 1. Continued:

NOTE: These above recommended affirmative action programs should be implemented so as to have accomplished not less than fifty percent coverage by not later than January 31, 1969.

NOTE: The Pennsylvania Human Relations Commission will supply all needed applicable posters, copies of law and regulations on request.

2. In conjunction with the program commitment made by Mayor Tullio during the Investigatory Hearing "Intensive drive to recruit Negroes for vacant positions in city government."

The Commission recommends:

- a. That employment testing standards be reviewed for objective applicability in matching actual job performance requirements with testing specifications for all employment in all branches of city government.
- b. That existing agencies, such as Erie Office of the Bureau of Employment Security; Office of Economic Opportunity; Opportunities Industrialization Center; Neighborhood Service Center; NATO-I, NATO-II, NATO-III; are fully employed in a combined two-way information

PHRC Investigatory Hearings - City of Erie

V. Commission Recommendations:

A. 2. b. Continued:

program wherein the full supportive efforts of these agencies will assist city government in the accomplishment of this employment program.

3. It is recommended that the executive branch of the County of Erie and the City of Erie shall direct, and shall ascertain, that all departments and agencies of county and city government shall be supportive of the roles of those agencies and organizations engaged in the job training and up-grading of individual skills for employment at the highest skill level. This will require close governmental liaison with such agencies as BES - Bureau of Employment Security (Manpower Training Programs); Office of Economic Opportunity (Training and grants-in-aid for training programs); Opportunities Industrialization Center-OIC (Training and employment placement.)
4. It is recommended that the Mayor of the City of Erie shall lend the power of his office and his personal abilities to the leadership role of involving non-governmental organizations and associations in the City of Erie in affirmative employment programs to ascertain that each

PHRC Investigatory Hearings - City of Erie

V. Commission Recommendations:

A. 4. Continued:

individual shall have an equality of opportunity in employment...and at the highest skill of the individual.

Some of the key organizations would be:

- a. Chamber of Commerce
- b. Manufacturers Association
- c. Craft Unions
- d. Board of Trade

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V. Commission Recommendations:B. Recommendations for Reduction of Tension Contingent to Education in the City of Erie:

1. In accord with the testimony of the Chairman of the Erie School District Board of Directors; "____that school directors have met with area educators, city officials, etc., in an attempt to solve our many educational problems --- we feel we have found some workable solutions."

The Commission makes the following recommendations:

- a. It is recommended that the Erie School District Board of Directors; concerned City Officials; area educators; leaders of the Black community; parents; teachers; student representation; be organized into a steering committee whose responsibility would be to identify in a very specific way the "many educative problems" and the "specific possible solutions." By full strata inclusiveness in representation this steering committee would give meaningful opportunity for communication and understanding through involvement in the planning and decision making process.

- (1) In addition, this steering committee would establish priorities and develop methods and plans to attack specified problems in the most practical, considerate and expedient manner.

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V. Commission Recommendations:

B. 1. a. Continued:

(2) This steering committee's prime responsibility should be to review the commitments made by the School Board during the Investigatory Hearings (Pages 10 & 11 this report) and to establish specific plans and procedures to implement these pledged positive actions.

(3) This broad involvement of teachers, parents, students, representatives of School Board, City Government and others should provide a pool of expertise that should be utilized to the maximum in every aspect of the program....in whatever manner and wherever individual and group skills and potentialities will make effective contribution

2. That the Erie School District shall organize a Student-Faculty Committee on Inter-Group Relations in each high school to concern itself with:

- a. Student - Faculty grievances.
- b. Full Strata involvement of all students, regardless of race, in extra-curricular organizations and activities.
- c. Elimination of segregation in student association patterns.

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V. Commission Recommendations:

B. 2. c. Continued:

NOTE: This recommendation should be accomplished not later than the end of the fall semester of the 1968-1969 school term.

3. That the Erie School District should institute a series of in-service training sessions for key administrative and faculty personnel for sensitivity concern for such tension producing areas as: stereotyping, scapegoating, racial references, faculty-student inter-group relations.

NOTE: This recommendation should be accomplished not later than the end of the 1968-1969 school term.

4. That the Erie School District shall organize an Intergroup Education Committee as recommended in the Pennsylvania Department of Public Instruction "Guide to Intergroup Education in Schools, Our Greatest Challenge - Human Relations." This Committee to concern itself with:
- a. Assisting in the affirmative outreach program for recruitment of Negro professionals and non-professional staff.
 - b. Expansion and refinement of guidance counselling, remedial and related pupil training and pupil personnel services.

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V. Commission Recommendations:

B. 4. Continued:

- c. Accomplish curriculum revision for complete relevancy in preparing all pupils for further education and/or employment at their highest skill.
- d. Implement in full the State Board of Education curriculum regulation regarding the teaching of Negro and ethnic group history.
- e. Complete evaluation of textbooks regarding their treatment of minorities.
- f. Complete evaluation of curriculum and ability grouping systems.
- g. Complete evaluation of the work-study opportunities of the distributive education program.

NOTE: This intergroup Education Committee could operate as the sponsor and parent organization for the Student-Faculty Committee (Para 2 above) and for the conduct of In-Service training (Para 3 above.)

NOTE: This recommendation should be accomplished not later than the end of the 1968-1969 school term.

- 5. Recommendation for the implementation of the School Board commitment: "Will continue to develop programs designed to discourage students from dropping out of our schools

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V. Commission Recommendations:

B. 5. Continued:

and to supplement our already existing programs, including vocational education, on-the-job training, manpower development education or co-op program. Further we shall increase dialogue with local and area industry in an attempt to provide avenues of employment for Erie students.

6. Recommendations for implementation of School Board commitment: "To be more aggressive in seeking Negro professional or non-professional personnel and to encourage the Negro leadership to assist us in this effort."

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V. Commission Recommendations:C. Recommendations for Reduction of Tensions Contingent to Housing:

1. Housing and Race:

a. The City of Erie, through the Erie Human Relations Commission, with full utilization and cooperation of news media, and other methodologies, should implement an educational program in housing for the metropolitan Erie community. This program should have the following goals:

- (1) To educate the citizens of Erie as to the rights of all persons to seek and acquire housing of their choice, within their economic abilities, without regard to race, color, religious creed or national origin of the individual or family.
- (2) To educate the citizens of Erie as to the provisions of law with regard to housing.
- (3) To supplant old fears and superstitions with fact essential for the understanding necessary for any open housing policy to exist.

b. The City of Erie, through the Erie Housing Authority, should direct a program wherein:

- (1) The Erie Housing Authority should objectively review the March 22, 1968 circular issued by the

PHRC Investigatory Hearings - City of Erie

V. Commission Recommendations:

C. 1. b. (1) Continued:

Department of Housing and Urban Development on "The Social Goals for Public Housing." It is further recommended that this review shall be jointly conducted by the Housing Authority, the Erie Human Relations Commission and, by a committee of the resident tenants of the facilities operated by the Housing Authority (The tenant committee to reflect the racial composition of Housing Authority facilities.)

- c. That the employment policies of the Erie Housing Authority be changed to more adequately reflect the racial composition of the Erie community.
- d. The City of Erie should provide the Erie Human Relations Commission with adequate staff to operate educational and outreach programs in the field of housing. Also essential is sufficient EHRC personnel to operate a comprehensive compliance program in the field of housing. The housing complaint should receive priority EHRC staff action.

2. Public Housing:

- a. That the Erie Housing Authority shall place maximum emphasis on securing all fifty (50) units now

PHRC Investigatory Hearings - City of Erie

V. Commission Recommendations:

C. 2. a. Continued:

authorized under the Federal Leased Housing Program.

(Section 23 of the law authorizing federal assistance for low income families; the United States Housing Act as amended.) Further, that additional lease housing should be acquired through utilization of this program via full substantiation of existing need.

The fullest possible use of the lease housing program is most essential for the City of Erie. The lease housing program offers the prime practical solution for the Erie Housing Authority to obtain adequate and decent housing for the large family requiring four or more bedrooms and, provides needed housing without the several year delay time in the construction of new housing and within prescribed per-unit cost ceilings.

Family relocation required by the planned construction by non-profit sponsor of 221 (d)(3) sixty-six units, renewal planning, model cities planning and highway programs will obviate the maximum utilization of the lease housing program.

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V. Commission Recommendations:

C. 2. Continued:

- b. That the Erie Housing Authority should render higher priority to the providing of adequate and decent environment through housing to the children of one parent families.
- c. That the Erie Housing Authority shall develop closer liaison and operating partnership with the following agencies:
 - (1) The Office of the Mayor. As the focal point for housing need, and for grievance procedure, the Office of the Mayor must be able to obtain immediate consultative services and supportive response from the Housing Authority.
 - (2) The Erie Redevelopment Authority and the Erie Model Cities Agency: With particular emphasis on the need for cooperation with the relocation program of the Relocation Office of the ERDA the Erie Housing Authority must be an integral part of the overall City planning posture.
 - (3) The Department of Community Affairs of the Commonwealth of Pennsylvania. This Department of

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V. Commission Recommendations:

C. 2. c. (3) Continued:

State government is designed and equipped to support the housing programs of the local authority. Assistance in the preparation and submission of program applications, reviews, technical expertise, expediting through federal channels, and as warranted and available, financial assistance through advancement of program funding may be obtained through this Department.

3. Private Housing:

- a. The City of Erie should take maximum advantage of existent Federal and State Programs supportive of the involvement of the private sector in the production of low and moderate income housing.

Through the Erie Redevelopment Authority the City of Erie should render full support and encouragement to the non-profit sponsors now formed and being formed in the City of Erie. Planned non-profit sponsor programs of rehabilitation and construction of new housing for low income, middle income, and the elderly as a real resource to the community, should benefit from City support to include: feasibility studies, statistical research and resultant data, meaningful

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V. Commission Recommendations:

C. 3. a. Continued:

inclusion in City planning, tax adjustment and such innovative programs as land subordination or land subsidy.

- b. That the City of Erie should develop new and innovative incentives for the involvement of industry and business in the production of housing for low and middle income families. The present flight of the white family from the core city to the suburban ring is caused more by the total lack of modern affordable housing in city core than by all other factors combined.
- c. That the City of Erie, in developing a program of incentives for the involvement of private sector in the development of housing, should take full advantage of the Pennsylvania Neighborhood Assistance Act, Act 292 of the General Assembly, enacted November 29, 1967.

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V. Commission Recommendations:D. Recommendations for the Reduction of Tensions Contingent to City Authority in the City of Erie:

1. It is recommended that a police-community relations program be immediately adopted by the Police Department of the City of Erie. Full support for such program will be forthcoming on request to the Pennsylvania State Police.

It is recommended that every police officer shall be fully and adequately trained in police-community relations.
2. It is recommended that the presently established Mayor's Community Relations Center be strengthened by the addition of volunteer persons so that the present role of the Center as a site for the hearing of citizens' complaints relating to all aspects of city service may be expanded into performing the prime role of "Rumor Control Central." As an integral part of the Police Department Community Relations Program, standard operating procedures should be adopted and published for the operation of such a Mayor's Community Relations Center.
3. It is recommended that the Police Department of the City of Erie should indeed establish a Police Cadet training program.

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V. Commission Recommendations:

D. Continued:

4. It is recommended that the Police Department of the City of Erie shall formulate and publish directive policy for police action and procedure in civil disturbance. This Departmental Directive Policy should definitively cover such areas as:

a. Individual Officer actions and duties:

- (1) Foot Patrol
- (2) Motor Patrol

b. Police Headquarters action and duties:

c. Regulations regarding use of:

- (1) Canines
- (2) Chemicals (to include Mace)

d. Specific procedures in handling juveniles.

e. Use of supporting individuals and/or agencies to include indigenous community leadership.

f. Provision for legal counselling.

5. The Commission urgently recommends that a RUMOR CONTROL CENTER be established immediately. The utilization of the Mayor's Community Relations Center for the operation of a rumor control center would be most acceptable.

a. The control of rumor by supplanting fiction with fact is an essential first step in prevention of civil disorder.

V. Commission Recommendations:

D. 5. Continued:

- b. The Rumor Control Center assigned personnel should be augmented by volunteers for operation 24 hours a day when need indicated.
- c. Such a Rumor Control Center should accomplish the following:
 - (1) Establish and maintain close contact with police and other agencies for the gathering of fact to counter rumor.
 - (2) Utilize an established chain/net of responsible community wide individuals for gathering of factual information to dispel unfounded rumors.
 - (3) Establish close coordination with and cooperation of news media for immediate and continuous dissemination of facts.
 - (4) Alert police, community leaders and other responsible persons for immediate response to counter identified rumors in the pinpointed or localized area of need for rumor control.
- d. The Mayor's Community Relations Center, or such other agency as the Erie Human Relations Commission, would notify such volunteer individuals and agencies when need for their services is indicated.

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V. Commission Recommendations:

D. 5. Continued:

e. The establishment of such a Rumor Control Central, and the telephone number and address of such service, should receive maximum publicity.

6. That full review and re-evaluation of Police Department salaries be conducted with the purpose of upgrading salaries to better support full-time professional police of the highest obtainable calibre. This would remove present need for "second job" or "moonlighting" by police now forced by economic realities to supplement police department incomes.

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V. Commission Recommendations:E. Additional Recommendations for the Reduction of Tensions in the City of Erie:

1. Editorial policies and reporting that emanates from, and reflects the viewpoint of, the white man's world many times unconsciously presents the biases, paternalism and the indifference of white America to the black American. This is not excusable in an institution that has the mission to inform and educate all segments of our society. It is therefore the Commission recommendation that the City of Erie, through the Erie Human Relations Commission, shall make every effort to ascertain that major news media agencies and/or corporations in the City of Erie shall be kept factually informed in any and all racial incident or occasion of civil disorder.

It is further recommended that the news media agencies or corporations shall, via the implementation of fair employment practices, better represent and inform the Erie metropolitan area.

2. The Commission most urgently recommends that the City of Erie should make maximum usage of short range programs. Quick completion and visible result programs such as recreation areas, swimming pools, parks, playgrounds, etc., do not require the two or three year delay time

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V. Commission Recommendations:

E. 2. Continued:

encountered in such renewal programs as housing, highways, etc. Again meaningful inclusion of the residents of the concerned neighborhood in the planning and decision making process for the development of such program is mandatory.

It is recommended that each such program be measured against the criteria for total community betterment.... not to perpetuate the status quo.

Nevertheless, it is sincerely hoped that the recommendations of the Commission will make it possible to reverse the noticeable trends toward polarization of the races in Erie.

The PHRC stands ready at all times to assist all segments of the community, including government, private industry, religious and civic groups, in making the Commission's recommendations a reality.



